

**BOARD OF SELECTMEN
JULY 15, 2002
REGULAR SESSION MINUTES
“APPROVED”**

Present: Chairman Dann Chamberlin, Clerk Thomas P. McCuin, Jr., Member Peter S. Cunningham, Administrative Officer Jean E. Kitchen and Administrative Secretary Maria Casey.

The meeting was called to order at 7:00 p.m.

**MEETING w/ SCHOLARSHIP TRUST FUND REGARDING
DOROTHY GANSER van HOOGEN & ANDRE B. van HOOGEN TRUST**

Attorney June Johnson was present and represents Mrs. Dorothy (Dot) Van Hoogen. She stated that Mrs. Van Hoogen's purpose for this trust is to contribute to community. Mrs. Van Hoogen wanted a worthwhile avenue for this trust. It is for a Groton resident who has had a lapse in education, both men and woman. It can be used toward tuition, transportation, books or childcare in order for recipients to attend school. It is very broad so that the Trust Commissioners have flexibility. Mrs. Johnson stated that it was a fine contribution because many of the trust funds are limited to high school seniors. She stated that the language has been approved by Attorney Jeff Hurwit, attorney for the Trust Funds.

Mr. Chamberlain stated that this meets a real need in our community. It provides valuable assistance to Groton residents. He reminisced that Dot introduced "Just Friends", a group like "Big Brother/Big Sister" organization. He also recalled that Wharton Fountain outside of Town Hall began with Dot telling him that the Women's Club has contributed \$500 towards this effort.

Mr. Cunningham echoed Mr. Chamberlain's comments and stated further that this trust is able to identify a real area of need and commends Mrs. Van Hoogen for this effort.

Mr. Chamberlin further stated that he hopes this will inspire others to come up comparable ways of creating thinking such as the Van Hoogen's.

Commissioner Pat Hartvigsen was extremely grateful to Mrs. Van Hoogen and on behalf of the Town appreciates the flexibility this trust gives the commissioners.

Mrs. Van Hoogen spoke and said that she has had some experience with women trying to get help after having a lapse in their education due to family needs, etc. and so she saw need for this.

Mr. Cunningham moved to accept the Dorothy Ganser van Hoogen and Andre B. Van Hoogen Trust & Scholarship Fund, on behalf of the Town and to turn it over to the Commissioners of Trust Funds. Mr. McCuin seconded. Unanimous vote.

Mrs. Van Hoogen presented her \$45,000 check to Treasurer Tom Hartnett who accepted the check and thanked her for her generosity.

Municipal Space Needs Committee Appointment

This committee needs representation from Police, Fire and Highway. Mr. Mignard would represent the Fire Department Municipal Space Needs.

Mr. Cunningham moved to appoint Robert J. Mignard to the Municipal Space Needs Committee, term to expire June 30, 2003. Mr. McCuin seconded.

Recreation Commission Appointment

Mr. McCuin moved to appoint Bryan L. McKay to the Recreation Commission, term to expire June 30, 2004. Mr. Cunningham seconded. Unanimous vote.

Computer Committee Appointment

Mr. Cunningham moved to appoint Steven H. Webber to the Computer Committee, term to expire June 30, 2003. Mr. McCuin seconded. Unanimous vote.

Landfill Capping Change Order

Ms. Kitchen spoke with Landfill Capping Committee and they confirmed this bill and said it was okay to pay.

Mr. Cunningham stated that a lot has progress with the capping (topsoil and seeding) of the landfill. Ms. Kitchen noted that when speaking with Jamie Greacen all of the topsoil used was onsite.

Mr. Cunningham moved to approve Amendment No. 1 from Carbonneau Associates for the amended services up to an additional sum of \$900. Mr. McCuin seconded. Unanimous vote.

ONE-DAY LIQUOR LICENSE

Mr. Cunningham moved to approve a One-Day Wine & Malt License for Julianna C. Lockney for a wedding at the Groton School on Saturday, August 10th from 4:30 p.m. to 10:30 p.m. contingent upon receipt of a Certificate of Insurance. Mr. McCuin seconded. Unanimous vote.

Mr. McCuin wants people politely reminded of specific ending times listed directly on their license. Ms. Kitchen stated that conditions are noted on a cover letter mailed with the license.

Montachusett Regional Planning Commission (MRPC)

Community Development Plan Initial Agreement

Mr. Chamberlin stated that if we enter into this agreement, we will be eligible for \$30,000 of planning assistance. Ms. Kitchen noted that MRPC to divides the monies out.

Mr. McCuin would like to have further clarification on the agreement. He felt we were already eligible for \$30,000. He questioned or is this additional?

Mr. Cunningham mentioned that this was used for a Consultant to assist with Housing Master Plan. He would not like to consider MRPC as our consultants. He also would like this clarified prior to signing. Ms. Kitchen will investigate this further and report back at the next meeting.

Mr. Chamberlin said that if they have been designated by the state as the coordinator in some official binding way, then he would sign the agreement.

Ms. Kitchen was going to get clarification and set for review at the next meeting (July 29, 2002).

Renew Cable License Extension

Mr. Chamberlin read a letter from Attorney Hewig's of Kopelman & Paige.

"At present, we are concluding what by all accounts has been a successful Renewal License negotiation with Charter. The Cable Advisory Committee will be meeting again on Thursday, July 11, 2002, and at that meeting they expect to complete their final action on the remaining outstanding issues. From that point forward, all that will remain to be done will be to finalize the license agreement and to present it to the Board with the Cable Committee's recommendations. All of that should be achievable well within the sixty-day period."

Ms. Kitchen noted that numerous changes have taken place at Charter Communications. Mr. McCuin remarked that service seems to have improved dramatically in last six to eight months. Mr. Chamberlin remarked that the wait time for customer service has improved from 20 minutes to approximately 2. Mr. Cunningham noted that the Cable Advisory Committee has put a lot of time and effort into this process and they are to be commended for all they have done.

Mr. Cunningham moved to approve the Short-Term Cable Television License, effective June 30, 2002, and continuing for sixty additional days, to expire August 30, 2002. Mr. McCuin seconded. Unanimous vote.

Increase the Board of Selectmen from 3 to 5 members

Mr. Chamberlin read excerpts from Attorney Tom Reilly's letter to the Town of Swansea dated August 27, 2001. According to

General Laws, Chapter 41, Section 1 “Every town at its annual town meeting shall in every year when the term of office of any incumbent expires and except when other provision is made by law or by charter, choose by ballot from its registered voters . . . three or more selectmen for the term of not more than three years, subject to the provision of section 21.” It appears that the Attorney General has upheld town meeting warrant votes based upon this, in the past; however, now the Attorney General has changed their minds.

Additionally, General Laws, Chapter 41, Section 2 is “Where official ballots are used . . . the increase or reduction of the number of members of a board shall be determined at a meeting held at least six days before the annual election. In towns not using official ballots the matter may be determined by a vote at the annual town election. Such vote shall continue in effect until rescinded.”

Further, General Laws, Chapter 43B, Section 10 “The legislative body of a city or town may, by a two-thirds vote, propose amendments to the charter of the city or town; provided that . . . any change in a charter relating in any way to the composition, mode of election or appointment, or terms of office of the legislative body, the mayor or city manager or the Board of Selectmen or Town Manager shall be made only by the procedure of charter revision set forth in Section three. All proposed charter amendments shall be published and submitted for approval in the same manner as provided for adoption or revision of a charter.

Ms. Kitchen stated that Groton does not have a charter and that according to Town Counsel, there are only two ways in which to change the composition of the Board of Selectmen from three to five – one is by charter and the other is by a special act of the legislature.

Mr. Chamberlin questioned whether the charter was by majority vote or 2/3 vote? Ms. Kitchen would check into that question further.

Mr. McCuin felt it important to know whether or not the Town of Swansea had a charter or not.

Ms. Kitchen noted that The Charter Adoption Review Process is over a year-long process. Ms. Kitchen also noted that the article making the change from three to five selectman has to be worded correctly.

Mr. Chamberlin noted that the vote would have to go to town meeting and we would have to pressure state legislature for this.

Mr. McCuin stated that he is not necessarily in support of 3 to 5; however, he does not think this application of opinion applies to our situation in Groton. We are not amending a charter. Mr. McCuin further stated that the Selectmen were accused of taking two votes away from the people when the Treasurer/Tax Collector positions were combined. The proponents of this change argue that adding two members to the Board of Selectmen would restore those votes. But many of these same people want to adopt a Town Manager form of government, supposedly because it would curb the perceived abuses of this board. He publicly challenged that thinking by saying that a Town Manager would have sole hire and fire authority in Town Hall, removing the people one step further from the decision-making process. He stated he does not think that some of the advocates fully understand all the position of Town Manager encompasses.

Mr. Cunningham noted that Town Manger form of government is usually for towns much larger than Groton, towns with 18,000 to 20,000 people and is one more step away from the electorate. Ms. Kitchen stated that a Town Manager would carry out the policies of BOS through whatever means possible.

Mr. McCuin’s example was that in hiring Administrative Secretary Maria Casey. The Board of Selectmen approved the hiring. In a Town Manager, he/she would have had sole discretion.

FINANCE DIRECTOR SEARCH COMMITTEE INTERVIEWS / APPOINTMENTS

Resident Connie Lapres was interviewed.

Mr. Cunningham asked, “Why are interested in committee?”

Ms. Lapres said she was looking for a relatively short-term project. Her background is financial -- Director of Finance software; currently a Business analyst; past member of the Groton Finance Committee for 7 years. She is familiar with the spreadsheets used for Groton’s budgeting purposes. She understands what the Finance Director’s requirements would be.

Resident Lynn Hughes was interviewed.

She is the River Court Program Director with an accounting degree; worked in financial management for DEC for a good number of years. Her background is budget, forecasting, She's had people work for her. She's reviewed resumes and is familiar with the hiring process and thought that this would be a good way to get involved in the town.

Pepperell's Town Accountant Terry Walsh was also present for this portion of the meeting. Ms. Kitchen stated that Terry comes highly recommended. She has spoken with her counterpart in Pepperell who highly regards Ms. Walsh. Ms. Walsh has been Town Accountant with Pepperell for seven years.

Mr. Chamberlin thanked Terry for being willing to serve. He said volunteering on a committee such as this goes well above and beyond serving the community. Mr. Chamberlin also remarked how appreciative he was of Ms. Walsh's willingness to help. Ms. Kitchen remarked that Resident Connie Sartini withdrew her name as well as Bill Miller.

The Board voted on the four candidates, two from the meeting of July 1st and two this evening. Steve Webber received three votes; Connie Lapres received two votes and Lynn Hughes received one vote.

Mr. Chamberlin thanked all the people who volunteered to serve on this committee.

Mr. McCuin moved to create the Finance Director/Accountant Search Committee with the charge set forth as laid out in 6/24/02 memorandum (attached). The committee will consist of:

The Administrative Officer, a Selectman; Town Accountant from Another Community; Finance Director from Harvard; GSRSD Business Manager; and two Residents. Seconded by Mr. Cunningham. Unanimous vote.

Mr. McCuin moved to appoint Jean Kitchen, Peter Cunningham, Terry Walsh, Evan Katz, Craig Young, Steve Webber and Connie Lapres to the Finance Director/Accountant Search Committee with a term to expire December 1, 2002, or until the committee's charge has been fulfilled whichever comes first. Seconded by Mr. Cunningham. Unanimous vote.

Ms. Kitchen would like to present 3 finalists to the Board of Selectmen by mid-September.

Minutes – Regular Session, 7/1/02

Mr. Chamberlin had some changes to the July 1, 2002, minutes and they were so noted.

Mr. McCuin moved to approve the Minutes of July 1, 2002 as amended. Mr. Cunningham seconded. Unanimous vote.

ADMINISTRATIVE OFFICER REPORT

The Administrative Officer report was given and is attached.

With regard to the Flag Pole Dedication, Ms. Kitchen noted that there would be a concert as well.

With regard to the MRPC – MPO, Mr. Chamberlin stated that the BOS can rotate attendance at the MPO meetings if need be. He felt it important that Groton “needs to have our toes in that pot.”

Mr. Chamberlin reported that the July 4th celebration was nice and that attendance was small. It was a real treat to have Don Smith and some of his family members on hand. He stated that all three board members attended, as well as Police Chief Mulhern.

LOST LAKE WEED MANAGEMENT DISCUSSION FUTURE STRATEGY

Mr. Cunningham began the discussion. He stated that Board of Selectmen (BOS) know that there's a problem at Lost Lake and that it has increased. There have been studies done and a number of strategies to deal with it. Some have had limited or marginal success. Pursuing the herbicide is one strategy that we've had success in that program. The concerns are about a long-term program like that and what the consequences might be. Having this experience with this process, he felt it make sense to form a group with representation from different boards that have a direct relationship to study the different methodology, seek outside help, provide a risk assessment and make recommendations to the BOS.

Mr. McCuin agreed that it was a prudent step to take. He also liked to stress the separation of power and what happens to these recommendations. He felt it inappropriate that it be reported at Town Meeting. Town Meeting is a legislative body.

Legislative bodies appropriate funds. The decision for policy lies with BOS, not at Town Meeting,

Mr. Chamberlin agreed with Mr. McCuin, particularly in view that to date this was not funded with public monies and is not a town-wide issue. He felt it was a Lost Lake issue with larger implications for public water supply. The Water Dept. and Water Commissioners are major players and should have major input.

Mr. Cunningham added that Conservation Commission, Planning Board, Zoning Board, Board of Health and the Lakes Association also have input. The research and data has been conducted. There is a wealth of information on web, gather information and distill with expertise of a consultant.

Resident Laurie Moskow, an abutter of the lake spoke. She is not a member of the GLA and she said not all abutters are part of the GLA. In fact a number of abutters are not happy and they are afraid to come forward

She stated that it should come before town meeting particularly if the town will fund it.

Resident Garret Boles, trustee of Boles family trust, once one of the largest landowners at Lost Lake is not a GLA member, spoke next. He commends the GLA thus far. Personally, the lake is the cleanest its been in 15 years. He stated no one wants to poison our own water. He felt it would be helpful to have representation on the committee, a member of an organization who has a direct impact and who represents the regular public.

Laurie Moskow spoke concerning "fouling their own nest"; however some are not aware that an herbicide was a toxic substance. She has plenty of data regarding the long-term ramification particularly to children to share. Her children came out covered in silt. They don't want to swim. She recommends a professional assessment to see what needs to be done.

Mr. Cunningham acknowledged that her concern is being addressed and that an analysis can be done. He stated that she was "fear mongering," and that it is not part of process and is not a way that any valid consultant would approach this. He felt it was not fair the way she is conveying these issues. Ms. Moskow and Mr. Cunningham agreed that they would have to disagree.

Mr. McCuin felt that residents are happy when the Environmental Protection Agency (EPA) comes in and stops us from doing something harmful; however, the same people aren't happy that the EPA allows the use of diquat, if used properly in accordance with instructions for federal use.

Mr. Chamberlin weighed in regarding Lost Lake - it is ok with EPA, state environmental officials, Conservation Commission and Board of Health. It has been around for decades. You can come up with far farfetched hypothesis on a label. He felt strongly that the Water Commissions and other officials can't all be wrong. He owned the statement that "He couldn't believe that the GLA would fowl their own nest." Not all involved were asleep at the switch he remarked. He agreed that there is a viable response course of action.

Mr. Bob Lewis, Planning Board Member, resident of Cow Pond Brook spoke next. He has a well in his yard and has a place on Whitney pond. He stated for the record that the weed harvester is not the cure all. He felt that the committee is excellent idea. It's a better process. He agreed that the Planning Board did not fall asleep. We had a lot of qualified people to lay out the water aquifer zone. It was not an issue of not doing our homework. He also felt that if you do anything to Knopps Pond and Lost Lake, it ends up in Whitney pond and could possibly threaten the well site.

Mr. Ricciardelli of Lost Lake spoke next. He commented that major studies were done in 1986 that were worked on for 3 years. He agreed that the harvester was not a cure all. He stated that milfoil was introduced to the lakes in 1970. He also stated that Cabamba has come through the boat launch and that you need to spot treated it immediately. The long-term solution is a draw down. The state gave us \$15,000 to set up the Clean Lakes Committee. He then summarized the Report of 1986, specifically all the management tools available and for which the Board of Selectmen have. He felt that money should be appropriated to help residents with wells that will go dry during the drawdown. You can then eliminate using massive chemicals; it's all there and it all in the study.

Mr. Chamberlin inquired how many wells he felt would go dry? He estimated 10. He told the Board how he pulled a kid out of the water dead because he was caught in the weeds and that he doesn't want to do that again.

Mr. Cunningham reiterated that there are a number of strategies to handle this. The 1st step is to review the reports. If a draw

down is recommended, the committee will need to define the affected wells, present remedies to extend water lines, provide information for low interest loans for putting in wells. How many wells and which wells? The group can do this. Some cooperation of residents is needed in terms of self-reporting inventory.

Michelle Collette spoke next. She agrees with Mr. Ricciardelli. She was on the Conservation Commission when the Clean Lakes study was done. She agrees with the recommendation for a drawdown. It is a long-term resolution. She feels that this is an opportunity for GLA to pursue other solutions at this time. She would support town funding and feels others would as well. She would encourage that the BOS do not consider the alternative application of chemicals.

Mr. McCuin agrees with 75% of Ms. Collette. He stated that the Board doesn't oppose drawdowns. He opposes being handcuffed with one tool being taken away and wants all options kept open. He also questioned Mr. Lewis why Lost Lake was not changed from secondary zone to primary in the last 10 years. The rules that are set up for water districts are that you can't use chemicals in primary water districts; however, you can in secondary water districts.

Dr. Susan Horowitz from the Board of Health spoke next. She agreed that certainly the septic systems needed to be looked at. She also stated that there is roughly a handful of wells and that there a list and it is in the process of being tracked down. She felt that the Board of Health was remiss in not paying attention to Whitney well and private wells. It has been brought to their attention that the process was wrong from the beginning. She felt that Dr Eger did a good job; however he was one person doing a monumental job. She felt that all Boards have to admit that the process was flawed and start over with a good process that will give relief for weeds and that our water is not contaminated. The process has to be done logically and scientifically.

Mr. Degen – first spoke as a Planning Board Member and stated that water overlay protection district needs updating now. The Master Plan was last done in 1990. The Planning Board has just begun looking at priorities for new types of zoning amendments. A priority is the water overlay protection. The maps need to be updated to match the bylaws.

As an individual, Mr. Degen felt that the procedure is flawed. What the Board is doing now, forming a committee, should have been done in January. The Planning Board hears applicants speak on their proposals then the Planning Board decides whether to hire paid consultant, engineering firm, etc. They hire someone with no vested interest to look at the ramifications. He stated that we are not scientists. It is important that there is due diligence process. The Contract was with GLA for \$30,000. They did their best effort; however, it may impact the aquifer on the other hand. He found fault with the BOS who entered into a contract by default on behalf of GLA to administer an herbicide to town-owned property where the ramifications may not be known for years. He felt the town is now on the hook. The fear mongering was a concern of his and he doesn't believe in chemicals.

Mr. Chamberlin remarked that hindsight is 20/20 and now he would look at a different process. He felt confident in the expertise of Conservation Commission, Board of Health and Water Commissioners. If this application was unwise, he would have backed off in that concern. They have the expertise and that concern never materialized. Mr. Chamberlin also was impressed by the thoughtful, civil, intelligent nature of this discussion.

Mrs. Boles questioned when the results would be available from the testing of the Water Dept. Mr. McCuin stated 2 to 4 weeks. Ms. Kitchen stated that the results to date are on web site.

John Diezemann, of GLA spoke and next and said that lake management is not a single solution. The lake exists in a dynamic environment with thousands of variables both manmade and natural. There should be an ongoing sense and response. One needs to make their best judgment and act. A single solution doesn't exist. The good news is that there is no visible milfoil on peripheries. Spot treatments need to be addressed.

Cabamba is at the boat launch and is bigger now in the cove from Baby Beach Road to Red Skin Trail. He felt that you could sit and study this for a long time; however, the lake keeps moving; the weeds will migrate to new areas. There is a sense of urgency. Mr. Diezemann is in favor of long-term perpetual lake management infrastructure within the town with both water and septic. He felt that this is complicated. The GLA advocates whatever they can not to have to use an herbicide. The GLA had an order of conditions and failed at all 5 attempts to do a drawdown. He would advocate starting now.

Dr. Eger spoke next. The committee seriously considered drawdowns. There will need to be a management plan in place before the drawdown is done. For every foot you draw down, there will be half dozen wells lost. He knows of eight

specifically that have hand-driven wells and feels that you couldn't even get the proper equipment in.

Ms. Moskow added that there are now a lot more full time residents and that the lake has changed a lot since 1986. A new study should be done before we proceed. At the last draw-down, a survey was done and should be done again. She would also like to see a lot more publicity surrounding this issue.

Mr. Ricciardelli suggested that the committee look at the Dufresne and Henry Study that was done. He felt that the Town should help in protecting this massive resource for Groton.

Mr. Chamberlin agreed with Mr. Ricciardelli in general principal and recalled that when the sewer was put in, the proposal was that the ratepayers were responsible for 50% and that 50% was born by the taxpayers. He further commented that as a "communitarian," he was glad to support that effort and thought that the Town would lend this "type" of support to Lost Lake.

Dr. Horowitz further shared that the Growth Management Advisory Committee will be reviewing Lost Lake.

Mr. David Hopper – a disinterested party, strongly suggested that the Town get professional help to do the water samples.

Mr. Cunningham said that letters would be sent to the Boards involved to designate reps and get the group up and running. The group would also consist of a GLA member and a citizen at large who is an abutter to the lake.

Mr. Chamberlin proposed that Dr. Eger and Ms. Moskow who would have somewhat opposing points of view be on the committee, as Ms. Moskow volunteered to serve. Mr. Cunningham commented that he did not want to paralyze the committee. He also added that part of remedy may include town-wide participate somehow in appropriation so "any" citizen at large would make sense. He also added that a cumbersome committee would not be effective.

Mr. Diezemann added that he's been in depth with this and it is an involved, long-educational process to perform. He stated that it's critical to develop good judgment based on experience. When selecting members for this committee, he recommended looking at the level of commitment both short-term and long-term of these individuals. Also, he felt there must be an outside expert – a limnologist who is well versed in lakes and ponds and/or a biologist.

Discussion also took place regarding who owned the lake. The town owns the lake but the Department of Environmental Management regulates the lake. Mr. Morrison of the Conservation Commission stated that there are various owners of the lake. He suggested Dr. Eger would have more accurate knowledge. It was also stated that Mr. Bob Collins would also have additional knowledge of ownership.

Mr. Degen reiterated that the contract was between the Groton Lakes Association and Lycott Environmental and that the contract was not executed by the Board of Selectmen on behalf of the Town. He stated that the BOS is in charge of public domain. Would the BOS be willing to either execute the contract or suspend any applications until such appropriate time?

Mr. Chamberlin stated that GLA has invested \$30,000 of their money and he wanted their input. Thus far it appears to be successful and he did not want to make any arbitrary commitment.

Mr. Cunningham agreed with Mr. Chamberlin and added that all of the requisite permits were obtained. He saw no reason to stand in their way.

Mr. McCuin also agreed and added that he would not support a blanket moratorium on any herbicide application.

Mr. Chamberlin then reiterated his thanks to all who participated in this civil discussion.

EARLY RETIREMENT

Mr. McCuin recused himself after he came to learn that his mother, Beth Montgomery, is eligible.

Ms. Kitchen spoke first and stated there are five charts for the BOS and that the BOS needs to decide 1) whether to limit the number by class 2) decide on the number of years added to age or service and 3) decide on the window period between two dates and no later than December 31st. See attached charts related to Retirement. One of the charts was the Treasurer's Actuarial. The 3-year and 5-year charts were computed using a formula by Public Employee Retirement Administration Commission (PERAC).

Mr. Hartnett, Treasurer, remarked that if you limit the # of employees retiring, the Retirement System will only do their work ups as a group and they will receive their money on one date. If the retirement dates are staggered, one who retires in August would not receive his check until the final employee retires in December, hypothetically. Mr. Cunningham thought that employees could collect unemployment if they had a lapse between retiring and collecting their check. Mr. Hartnett did not agree and believes that the check would be retroactive to their retirement date.

The charts provided both three and five year figures are the "Best guess" at this point. Whatever chart the BOS agree on, that bottom line cost, which is an assessment for one year, will continue and increase for ten years.

Police Chief Mulhern spoke next. As the department head for the largest number of employees, he supports the concept. He has dedicated people working for town. It will be difficult for him to replace them. He is concerned with limitations and doesn't support that idea. He feels all eligible should be supported in their request. His suggested times frames are from August to December to allow people to chose. It would also help him because people in his department would pick staggered dates. Chief Mulhern stated that the narrower the window, the more pressure department heads would be under to replace employees.

Mr. Chamberlin remarked that in principal, he too supports this program; however, the fiscal reality needs to be looked at. He asked Jeff Wilson, Chairman of the Finance Committee, to speak for the Finance Committee.

After some questions, Ms. Kitchen stated that this money has not yet been appropriated. The assessment will not hit the town books until 2004 or 2005. Town Meeting voted the \$90,000 vacation buy back article and the concept of the BOS accepting ERI.

After must discussion regarding the pros and cons of ERI and discussions of the benefit of voting this program versus the financial costs, it was decided that Jeff Wilson would take these sheets and the information back to the Finance Committee for a vote and would report back to the Board of Selectmen.

Mr. Chamberlin remarked that the Board of Selectmen would be ready to make a decision at the August 12, 2002, meeting.

It was also stated that there are two vacancies on the Finance Committee.

Mr. Cunningham drafted a letter for the Board to sign regarding seeking state assistance to protect Gibbet Hill.

Mr. Cunningham moved to adjourn the meeting at 10:00 p.m. Mr. McCuin seconded. Unanimous vote.

Approved: _____
Thomas P. McCuin, Clerk

Respectfully submitted,
Maria Casey
Administrative Secretary

Date Approved: August 12, 2002

- Attachments (7)

AO report

Finance Director Charge Memorandum of 6/24/02

5 charts related to Early Retirement Incentive

-